

Holiday Extravaganza

Slated For December 19

All BART employees, family members and guests are invited to the annual BART Holiday Extravaganza Dinner/Dance, which will be held on Saturday evening, December 19 at the City Center Marriott Hotel, located at 1001 Broadway in downtown Oakland.

"This party is for absolutely everyone in BART," says Peggy Watts of the party's organizing committee. "This will be one the Season's hottest holiday celebration, so put on your holiday best and come to the party." The cost is \$55 per person and proceeds will go to the Children's Hospital Foundation in Oakland. "Help us bring a smile to a child this Season by coming to the BART Holiday Extravaganza," said Peggy.

No host cocktails begin at 6:30 p.m., followed by a dinner buffet at 7:30 p.m., featuring three meat entrees, three kinds of salads, pasta, potato, vegetable and a lavish display of Holiday desserts. Dancing begins at 9 p.m. to a live eight-piece band and a disc jockey with more than 4,000 musical selections. BART's Holiday Extravaganza will also feature a Karaoke Contest, door prizes, raffles for luxury gifts, games and other contests.

Overnight accommodations are available at the Marriott Hotel by calling the Reservations Department at (510) 451-4000 and providing the reservation code "BART Holiday Party." Parking is also available at the hotel.

For tickets to the BART Holiday Extravaganza, call Cal Coleman at ext. 2772. **ba**

New Champs in Volleyball After Employee Day at Great America

After a fierce and grueling battle, the "X Factors" became the first team to win the trophy in BART's perpetual volleyball tournament in four years on September 20 at Employee Day at Great America. (The last tournament was held four years ago at Crow Canyon Park; other employee events since then have been held where no volleyball facilities were available.)

Snatching the trophy away from the previous champions, "The Buckshots," were "X Factors" team members (pictured) Rene Maher, Greg Wong, Emilio Ermio and Dave Madden, who were joined by family and friends



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Share the Harvest



On Thursday, November 12, BART, The Grocery Outlet and the Oakland A's joined together to kick off the transit system's second annual food drive. All the food that is collected from barrels set up inside the paid areas of all BART stations will be distributed to the food banks of Alameda, Contra Costa, San Francisco and San Mateo counties. The food banks provide food to hundreds of organizations. **ba**

BART Employees Get Into Ergonomics

If ergonomics sounds like a way to work off those Holiday calories, you weren't at BART's first *Ergonomics and Wellness Faire*. "From the attendance and subsequent interest, more BART employees want to make the workplace fit their needs," according to Ed Snell, BART's System Safety Department.

The science of fitting workplace design to the worker is "changing the way we work and bringing new technologies to the office," says Ed. The System Safety Department introduced many of them to BART employees at the Faire held on October 19. "Ergonomics is a very proactive safety approach that benefits BART and employees," he states. "Since the



Faire, many employees have expressed an interest in ergonomic equipment, and we have had many requests to visit work stations and analyze what the employee needs to make his or her worklife easier," he said.

The Faire not only presented options in office equipment, but also focused on healthy living, including back safety, cardiac rehabilitation, nutrition and retirement living, along with blood and cholesterol screenings. About 300 BART employees attended the event. "It was definitely a success," he states. "Many employees were appreciative of the Faire and BART's interest in their well being."

The department will host another Ergonomic and Wellness Faire in mid-99. *BARTalk* will announce the date once the department has confirmed the event.

Staff from BART's System Safety Department is available to analyze an employee's workplace and recommend ergonomic equipment to help prevent strain and stress. Anyone interested can call Ed at (510) 464-7549. **b3**



Congratulations to the New Moms!

Congratulations to **KIRIN PARMAR** of Extensions Planning and her husband, Maury Zess, who are the proud parents of Andrew Parmar Zess. Kirin gave birth to her son on Monday, October 5. He weighed in at eight pounds and measured 20 1/4 inches. Andrew said hello to the world at 4:21 p.m.

MOLLY BURKE of Government & Community Relations and her husband, Mark, have a new daughter, Maggie Anne. Molly gave birth to Maggie on Wednesday, October 28 at around 8 p.m. She weighed six pounds and 12 ounces, and measured 20 inches.

b3

Vendor Faire a Success

About 300 potential vendors attended *Doing Business with BART*, the District's third Vendor Faire held October 27 to recruit new vendors. Many buyers were on hand, along with representatives of the Office of Civil Rights, to answer questions and promote BART's purchasing program. "It was a good way to meet face to face with people who want to do business with BART," said Karl Schonian of BART's purchasing division. "It also strengthened our relationship with existing vendors and informed the public about our procurement process."

"BART is planning another vendor faire for February 1999, which will include representatives from BART's contract administration division to reach out to those who would provide products and services under contract, such as construction," said Karl. **b3**

NEW HIRES & PROMOTIONS

COLBY BARRY returns to BART as an on site employee of Rail Transportation Systems, serving the District's Operations Safety division. He replaces Jonathan Monfort, who was assigned to another project. Colby is tracking the California Public Utilities Commission audit, and is responsible for other internal safety audit functions. He also assists in accident/incident investigations. Colby has performed BART projects for RTS since 1993, including train control engineering on the train control rehabilitation project. Colby also served as systems test director for the Dublin/Pleasanton extension. He has completed coursework in construction management at California State University, Hayward. Colby previously worked in signal engineering for Southern Pacific Lines.

MICHAEL T. FLANIGON has been promoted to the Department Manager for System Safety. He replaced Ray Cole, who retired after 27 years with the District. Previously a senior system safety specialist since 1996, Mike now oversees BART's entire safety program, including operations safety, environmental management, emergency preparedness, accident/incident investigations, safety certification and new project safety reviews, along with code and regulatory compliance. He manages a staff of 18. Mike has been involved in the rail transportation industry for over 30 years, beginning as a brakeman with Southern Pacific Lines and eventually becoming a locomotive engineer and operating rules instructor. He also worked for the state Public Utilities Commission and for the Valley Transportation Authority, as Environmental Health & Safety Manager and as Light Rail Superintendent of Way, Power and Signal Maintenance. Mike holds a masters degree in public administration from Golden Gate University. He has been on the Transportation Safety Institute associate faculty since 1993 teaching system safety and rail accident investigation.


DEBRA GRIVOIS joins BART as a Senior Engineering Contract Administrator, with responsibility for Request for Proposal (RFP) packages, contract books, and assisting the Transit System Development Department in meeting its contractual needs. She comes to the District after 25 years with the U.S. Navy, most recently as a senior contract specialist at the Naval Supply Center in Oakland. She holds a bachelors degree in Business Management from St. Mary's College in Moraga, and lives in San Leandro with her husband, Don, and two daughters, Rachel, 18, and Renee, 15. She enjoys gardening, shopping and watching her kids play softball.

ANDREW (DREW) MITCHELSON has joined BART as a Senior Engineering Contract Administrator, after 24 years with the U.S. Navy, most recently as a Lt. Commander and contracting officer at the Naval Supply Center in Oakland. His military service took him all over the world, including serving on submarines and aircraft carriers. Drew attended the language institute in Monterey to learn Turkish, and was subsequently assigned overseas to Istanbul and Riyadh,

Saudi Arabia. He brings to BART vast experience in procurement and contract administration, especially in federal procedures. In his new job, Drew is managing and negotiating contracts for the Y2K Project, digitizing engineering diagrams, and the Environmental Impact Study to extend BART to the Oakland International Airport. Drew holds a bachelors degree in economics from UC, San Diego. Drew lives in Concord with his wife, Nancy, and their two sons, who are in middle and high school. In his spare time, he plays football with his children and attends their games at school.

BRENDA PIPER has been named the Assistant to Assistant Chief Transportation Officer Martha Taylor, and has transferred to C Line operations as a Senior Administrative Analyst. She was previously in Internal Audit as an auditor-special investigations and joined BART in August 1993. In her new job, Brenda takes on a multitude of tasks, helping to manage operations and ensure efficiency along the C Line between West Oakland and Pittsburg/Bay Point. "I wanted to get into Transportation and see how that side of BART worked," said the career accountant, who finds her new job "exciting, dynamic and fast paced. There's never a dull moment." Brenda holds a bachelors degree in accounting and a masters degree in finance and investments. She previously worked for Lockheed, Kaiser Aluminum and the University of California at San Francisco, and consulted with financial institutions.

MALCOLM QUINT has been promoted to Extensions Planning Supervisor, with responsibility for the District's long range planning, including future extensions, expanding system capacity and the station car program. He has been with BART since 1994 and has extensive experience in transportation planning, public policy and policy analysis, air quality and database management. Malcolm previously worked as a senior planner on the extensions program and was responsible for the transportation section of the Environmental Impact Report/Statement for the SFO Extension Project. Malcolm holds a bachelors degree in Public Policy of Energy Resources from the University of Massachusetts at Amherst, and a masters degree in Transportation from MIT in Cambridge.

MARK SHEPPIE has been promoted to Payroll Supervisor, with responsibility for all payroll functions, including producing 6,500 monthly payroll checks and overseeing the non-check functions of contributions to PERS, pension and deferred compensation programs, and dues collection. He previously served as the staff accountant for pension plans, and was promoted after serving as Acting Payroll Supervisor. Mark replaces Erma Padilla, who retired. He holds a bachelors degree in accounting from the University of California at Berkeley, and is a graduate of Lowell High School in San Francisco. Mark previously worked for BART on a temporary basis, and was an accountant for Health Business Development Associates in Emeryville. 

BART Takes Life's Lessons Into the Classroom

For the second year, BART employees are helping to bring life's lessons into the classroom by volunteering in the Junior Achievement program at Cole Elementary School in Oakland.

In partnership with the Oakland Unified School District and the Oakland Chamber of Commerce, Junior Achievement is bringing its curriculum on workplace readiness to more than 42,000 students in 74 schools this school year. As a Chamber member, BART is placing ten employees into elementary grade classrooms to help teach lessons in civics and economics and focus on the importance of education and its relevance to the workplace.


"Educators know that early intervention is necessary to reach students who may be likely to leave school before graduation," said Gary Skootsky, vice president of education programs for Junior Achievement of the Bay Area. "By the third grade, students who will drop out are already showing significant differences in behavior, grades and achievement from those who will graduate."

Junior Achievement's program, which is tailored to students in elementary and middle schools, focuses on how the domestic and global economic system works and the role the children will play in it as adult workers and consumers. We use adult volunteers from local business to reinforce the message that education is essential to success later in life," notes Skootsky.

Anita Orr is heading up BART's participation in Junior Achievement, and is looking for two more volunteers. "It's a good way to have contact with children and allow them to

see us as people in the working world," said Anita, adding that the classroom commitment is just one hour for five weeks, beginning in January. "Cole Elementary School is near the West Oakland BART Station, so the kids can relate what we do as BART employees to a service provided in their neighborhood," says Anita. BART volunteers are working with students in the fourth through eighth grades. Anita is working with the fourth grade, where lessons cover city planning, zoning and banking.

Dick Golden of BART's Capital Development and Control department is returning for a second year as a Junior Achievement volunteer. "I enjoy it very much," he said. "Some of the children are very receptive, involved and intelligent." Besides classroom lessons, he also tells students about his job at BART. "The kids never fail to ask some very shrewd questions," Dick said, who last year worked with fifth graders. "The classroom experience has solidified in my mind that after I retire I want to tutor kids in the San Francisco school system," he said.


"Volunteering in Junior Achievement gives BART a chance to give back to the community, especially in Oakland where we have such a large presence", says Anita. "It's a great way to get involved; the will kids adore you and the teachers welcome your participation." Thanks to the BART employees who have already volunteered to help teach the Junior Achievement curriculum: George Lythcott, Priya Mathur, Nancy Lowenthal, Fannie Mackson, Dick Golden, Debra Johnson, Lisa Moland and Anita Orr. If you would like to volunteer, please contact Anita Orr at (510)464-6235. 

Employee

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to battle their way to victory. Rene is now holding on to the trophy at the SFO Extensions office in Millbrae.

Volleyball was not the only thing going on at BART's Employee Day at Great America. Some 2,700 people showed up for the fun in County Fair Picnic Grove, which included games, face painting, balloon twisters, raffle prizes and a sumptuous buffet with barbecue chicken, ribs, hot dogs, salads, baked beans, rolls, ice cream and beverages. The day's ticket also included admission to the theme park for rides, games and attractions where some even took on the newest ride, The Invertigo (definitely not for the faint of heart).

A great time was had by all! See you at next year's employee picnic. 



GREAT IDEAS BY BART EMPLOYEES



BART employees help increase efficiency and save costs by presenting their ideas for improving BART operations to the Employee Suggestion Program. They are duly rewarded for their proposals. Please note, some employees receive a net payment once state and federal taxes have been deducted from the award. Here are recent awardees and their ideas:

Eugene A. Pepi *Station Agent*

Riders in a hurry don't always have correct change to buy their BART tickets. Trying to get change from a \$20 bill causes delays and frustration. Station Agent Eugene Pepi suggested that promotional materials remind riders to bring along \$1.00 and \$5.00 bills to make it easier and quicker to purchase tickets. Future informational literature will contain Gene's suggestion, earning him a \$150.00 customer service award.

Percival C. Manalaysay, Charles A. Beebe & Bruce J. Walling, *Maintenance Workers*

Only the manufacturer had the proper device to test the new button style coupler, once it was installed on a transit vehicle. It proved too large and awkward, leading three employees to jointly suggest two options for testing the coupler. Both proved to be acceptable and time saving, and one was adopted for use. An efficiency award of \$1,789.00 was shared between Maintenance Workers III Percival Manalaysay, Charles Beebe and Bruce Walling, netting each almost \$460.00.

Fred W. Meacham *Maintenance Worker III*

Finding frequently used parts required looking up their numbers in the maintenance manual, adding time to the task. Fred Meacham suggested that a list of parts numbers be compiled and made available in all shops, and to new employees, to save time and make it easier to find the parts. This earned Fred a \$150.00 customer service award. Fred also knew that storage tanks were not always properly marked, leaving the District open to potential fines should hazardous waste be dumped in the sump area. Fred recommended posting a sign in the sump area advising employees on what can properly be dumped. This idea earned him a \$150.00 safety award.

Kevin J. Connell *Employee Development Specialist*

Laptop computers are used to download data from revenue vehicle propulsion and brake logic units. The connectors can misalign on installation, causing volts to pass through the data lines that could destroy the data. Kevin Connell suggested installing a voltage clamping circuit to protect the laptop and reduce the possibility of damage. This idea earned Kevin a \$120.00 cost savings award. Kevin also had an idea to eliminate heater

failure. The cab heaters on A cars would often fail because the thermostat knob was turned too hard. The fuse would blow, causing a potential dangerous situation. Kevin recommended bypassing the thermostat with a jumper wire, since the heater has an internal thermostat that doesn't overheat and can be shut off with the cab switch. Kevin received a \$363.73 cost savings award.

John B. Love *Maintenance Worker III*

Repairing transit vehicle brake calipers required the yoke bodies to be discarded. Instead of scrapping the expensive housings, John B. Love suggested installing steel bushings into worn pin holes in the aluminum caliper housings. This would extend the life of the brake caliper body by five to eight years. John's idea proved to save the District thousands of dollars and the supplier has redesigned the yokes to avoid this problem. John received a cost savings award of \$19,250.00, net of the maximum gross award of \$25,000.00 allowed by the Employee Suggestion Program.


Dwayne R. LeBarre *Utility Worker*

Experienced utility workers trained new utility workers on the proper PM cleaning procedures for the A/C and C cards. Dwayne LeBarre recommended developing a training video on PM cleaning to help new employees and serve as a refresher course for current workers. Dwayne received a \$150.00 customer service award for his video idea.

Robert E. Renard *Employee Development Specialist*

Robert Renard submitted six different ideas on improving operations of the 300 ton Dake Wheel Press, all of which were proven to improve performance. He received a \$150.00 customer service award.

William R. Clark *Maintenance Worker III*

Wheel chock blocks keep a revenue vehicle from rolling when it is staged over a pit for repairs. The chocks were being left on the pit floor, causing a tripping hazard. William Clark suggested installing a permanent holder underneath the rail at either end of the pit floor, thereby keeping the blocks within easy reach and out of the way of workers who could fall. William received a \$150.00 customer service award. 

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